

Strategic Perspective #4: Resource Management

Objective 4.3: Recruit and Retain a Talented and Diverse Workforce

FY14 Year End Activity Report:

- ✓ (April 2014) Basic Academy Session #61 is scheduled to graduate on 5/2/14, with 26 new FCPD officers completing the course. Session #62 entered the Academy for Basic training on 4/7/14.
- ✓ (June 2014) As of the beginning of June, the Department had 1,336 authorized sworn positions, with a total of 93 vacancies (a 7% vacancy rate). Attrition is picking up, with 4-6 officers leaving each month. Currently, twelve (12) DTS hires are in training. ASB is targeting two basic classes of 55+ hires in August and January.

Strategy 4.3.1: Seek systemic improvements to enhance the recruiting and hiring processes

- ✓ (November 2013) A series of surveys related to the validation of the Physical Agility Test (PAT) are being disseminated to supervisors and officers agency-wide, for completion by early December. *Update: due to insufficient survey responses, a reminder notice was sent out in December.*
- ✓ (November 2013) Major Smith (ASB) advised that Basic Session 61 started at the Academy on 11/4/13 with 32 FCPD recruits. PRD is using a new projection model based on 24-month attrition; which is resulting in projected classes of 54 recruits in the next two sessions (in April and August of 2014). Pre-hires are being brought aboard again, with a goal of *three month's lead time* prior to starting the Academy. Patrol Bureau is also requesting that ASB increase processing of Lateral and Direct-to-Street recruits, due to ongoing staffing shortages.
- ✓ (December 2013) Captain Wilhite will be assigned to take over as Director of the Recruiting Section; the position is upgraded to a sworn Captain to give recruiting efforts greater emphasis and visibility within the Department. *Update: Captain Wilhite will oversee the Applicant and Polygraph sections as well as recruitment.*
- ✓ (January 2014) ASB advised that verification of the Physical Abilities Test (PAT) should be completed within 60 days. HR Director Fitzpatrick advised that DOJ may use this test as a proposed national model. As part of this, Captain Wilhite (PRD) sends out reminders to all participants in the validation to complete the required survey.
- ✓ (January 2014) Major Hill (ASB) advised that he is looking at a change to a process of committee review for classifying prospective new hires. The purpose of this approach is to ensure that some potentially good hires are not prematurely denied or classed too low. Major Bennett (CJA) encouraged PRD to increase marketing efforts toward direct-to-street and lateral transfer candidates.

- ✓ (February 2014) Major Bennett advised that the Academy is extending the training time for DTS candidates to three weeks, to ensure comprehensive training coverage. (March 2014) PRD has cleared 17 officers for Direct-to-Street training, but only 25 currently for the next Basic Academy class.
- ✓ (June 2014) PRD is looking at some changes to the background process for applicants:
 - Eliminating the neighbor interviews, as this elicits very little useful information.
 - Looking at outside contractors to augment Background Investigations and Polygraph.

Strategy 4.3.2: Continue to use technology to support and enhance recruitment and hiring

- ✓ (September 2013) The official recruiting video has more than 4,500 views on YouTube as of September 2013; averaging more than 500 views per month since posting in February 2013.
- ✓ (December 2013) The current FCPD recruiting video on YouTube shows more than 5,200 views, as of the end of the month. Several other newer videos are highlighting the training regimen in the Basic Class at the Criminal Justice Academy.
- ✓ (April 2014) A new recruiting video for Auxiliary Officers was posted on YouTube, with more than 300 views by 5/15/14.
- ✓ (May 2014) The primary recruitment video on YouTube had more than 7,500 views as of 5/15/14. A number of other related “soft recruiting” videos, highlighting various aspects of the agency, account for thousands of additional views.
- ✓ (June 2014) Major Hill advised that the County’s NeoGov application system is facilitating the pickup of a larger applicant pool.

Strategy 4.3.3: Continue to support youth programs to encourage future recruits.

- ✓ The current Fairfax County Police Explorer Post #1742 remained active, hosting a recruiting session in September, hosted a regional training session at the Academy, and a fundraising dinner in May. Two former Explorers are members of the Session 61 graduating class.
- ✓ (March 2014) Lt. Martin (MTV) is soliciting interested advisors for a newly-planned South County Explorer Post. The goal with this post is to tap the diverse population in that area. (April 2014). The newly-formed South County Explorer post has selected a cadre of advisors, and is recruiting members.
- ✓ (June 2014) Coordinator LT Martin advised Command Staff that more than 70 youth have expressed interest in the new post. A meeting of advisors was held in May, and a first night is set for August.

Strategy 4.3.4: Continue to enhance the recruitment of diverse officer candidates

- ✓ (August 2013) Colonel Roessler advised that he is creating a Chief's Council on Diversity, consisting of members from various diverse communities. The purpose is to work on community engagement and diversity.
- ✓ (October 2013) CJA Basic Session 60 graduated at the end of September: although not a high level of diversity in the class overall, there was local media attention to the Korean-American officers who graduated. Session 61 entered at the end of the month; with approximately half the class from an EEOC protected class.
- ✓ (October 2013) PIO is facilitating an interview by a Chinese-speaking officer (Kai Mau) with the Voice of America Chinese Service, concerning various aspects of the life and work of a police officer in the U.S.
- ✓ (November 2013) The kick-off session of the Chief's Diversity Recruiting Council was held at HQ, with fourteen members from the community in attendance. (January 2014) The second meeting of the Chief's Diversity Council was held at HQ on 1/30/14. The session was well-attended, and introductions of Command Staff members to the Council were made.
- ✓ (April 2014) PRD produced a bi-annual report on overall diversity representation among the sworn staff: there has been a slight regression in diversity since the last report in November 2013; largely due to a number of retirements at the end of the calendar year. The total minority percentage is 16% of the sworn complement, and the PRI to the county population is 0.37.

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